

Making Tomorrow's World

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IN THE LAND WHERE LABOR RULES



Brisbane, Australia. — "You Americans," said the secretary of the hair dressers' union at Brisbane, "live to work. In Australia we work to live."

A hair-dresser in Australia is a barber. This barber, perched comfortably in a red-plush chair (made in St. Louis), continued: "You use your spare time in making money and we use our spare time in enjoying life. I do not make as much money in a week as I did when I lived in London—I'm a Cockney, not a Colonial—but I work fewer hours. I make more per hour, but less per week. I have time of my own in which I may enjoy myself. Why, during ten years I was at work in a London shop I never saw a cricket game! Here we work only eight hours a day and the shop closes at one o'clock on Saturday afternoon and remains closed until Monday morning. If an employer works his men overtime he is fined \$5 for each offense. We have no overtime in consequence. The trades union has brought this about. Our union is registered under the law. Our wages are fixed, not by the employer, but by a court of arbitration which fixes also hours of labor and conditions under which we work. The minimum wage for hair-dressers, below which no employer can go and no employee can accept employment, is \$1 a week of 48 hours."

"A Working Man's Paradise."

This is the case for labor. The state, not the individual, determines the minimum wage and the working conditions. The result is, as a rule, improved conditions for the working man. Strikes have not been abolished

work on Saturday, making a working week of 44 hours. For linotype operators and in some technical callings the working week has been fixed at 42 hours. The closing time of shops (or stores) is fixed at 6 p. m. on four days in each week, 9 p. m. or 10 p. m. on one day, and 1 p. m. on one day. Sunday is an absolute holiday. Measures for the protection of the life, health and general well-being of the worker and for compensation for injuries exist not unlike those existing in most of the American states. The most striking difference is as to legislative regulation of wages and terms of contract.

Regulating Wages and Contracts.

Two systems, based upon somewhat different principles, have existed in Australia for the regulation of wages and general terms contracts and employment, the wages board and the industrial arbitration court. In the more recent legislation in the several states both systems are embodied. The arbitration court of the commonwealth has power to review decisions in matters of interstate concern. The wages board is composed of an equal number of representatives of organizations of employers and employees, nominated by themselves, and one of the state court judges as chairman, with vote only in case of tie. This board has power to regulate hours, wages and conditions of labor and employment upon petition from the parties interested. Such regulations are set out in the form of agreements which must be obeyed by all parties, under penalty for violation of agreement.

Compulsory Arbitration.

The chief feature of the arbitration court system is the provision for compulsory arbitration with or without petition from interested parties. The arbitration act, framed to encourage collective bargaining, to facilitate applications to the court, and to assure the worker such benefits as may be derived from organization, virtually creates the industrial union. This may or may not be a trades union.



Melbourne's Magnificent Public Library.

nor has industrial strife ceased, but the immediate effect of the laws made in the land where labor rules has been unquestionably the betterment of the material circumstances of the worker. There is another side to the shield, but for the present—and from the employees' standpoint—Australia is "a working man's paradise."

"Collective bargaining" is the phrase used to describe the proceedings under which industrial organizations seek desired wages. Trades unions came first and following upon trades unionism, other industrial organizations and their entrance into politics. As a result of the great strikes in the maritime, sheep-shearing and mining industries in 1890-1892 a Labor party was formed which has been dominant in Australia since 1904 except for occasional periods when the Liberal party, largely tinged with Labor views, held sway. During the last 20 years the most advanced legislation has been enacted in the several states and by the federal parliament.

A week of 48 hours is the usual working week, though this is frequently reduced, by Saturday half-holiday, to 44 hours. The larger trades unions, however, have lately moved for and in many cases obtained a net day of eight hours, with Saturday half-holiday, no loading of the other week days being permitted by way of compensating for the Saturday afternoon. Under this plan there are, for five days, equal divisions for periods of labor, recreation and rest and four hours'

but is an organization necessary for the administration of the law. Such organizations, whether of employees or employers, must subscribe to certain rules, as to reports, use of funds, number and character of membership. Employees and employers may settle disputes and conditions of labor by industrial agreements—which are registered and have the force of awards made by law. A number of such agreements have been voluntarily made. They are enforceable against the parties and such other organizations and persons as signify their intention to be bound by an agreement.

Failing in agreement, disputes are settled by reference to the court. In the commonwealth this consists of a judge of the high court. The court, according to a statement by G. H. Knibbs of Melbourne, the commonwealth authority, may (and on the application of an original party to the dispute must) appoint two assessors at any stage of the dispute. In the states the president of the tribunal (usually a judge of the supreme court) is assisted by members chosen by and appointed to represent the employers and employees respectively. Cases are brought before the court either by employees or employers. The consent of a majority of a union voting at a specially summoned meeting is necessary for the institution of a case; the commonwealth act requires the certificate of the registrar that it is a proper case for consideration. The arbitration court has varied

and numerous powers. The breadth of its jurisdiction may be seen from the Commonwealth definition of "industrial matters":

"All matters relating to work, pay, wages, reward, hours, privileges, rights or duties of employers or employees, or the mode, terms and conditions of employment or non-employment; and, in particular, but without limiting the general scope of this definition, the term includes all matters pertaining to the relations of employers and employees, and the employment, preferential employment, dismissal or non-employment of any particular persons, or of persons of any particular sex or age, or being or not being members of any organization, association or body; and any claim arising under an industrial agreement; and all questions of what is fair and right in relation to any industrial matter having regard to the interests of persons immediately concerned and of society as a whole." Surely, this definition is broad enough to satisfy any workingman.

The object of the court, to summarize further provisions of the law, is to endeavor to prevent and settle industrial disputes; and when they have occurred to reconcile the parties. The court may fix and enforce penalties for breaches of awards, restrain contraventions of the acts and exercise all the usual powers of a court of law. The court may prescribe a minimum rate of wage; it may, also, as regards employment, direct that preference of employment or service shall be given to members of unions. An opportunity is offered for objection to a preference order, and the court must be satisfied that preference is desired by a majority of the persons affected by the award who have interests in common with the applicants. The court is to bring about an amicable agreement, if possible, to conciliate and not to arbitrate, and such agreement may be made an award.

Wages Increased.

The result of compulsory arbitration is not an academic question in Australia. The fruits of this and other labor legislation are here. First and, to the wage earner, the most important fruit is that wages have been increased. Among the minimum wages established by courts or wages boards a few representative ones may be quoted, in most cases an increase of 10 to 30 per cent:

Bricklayers, \$3 a day; carpenters, \$2.75; painters, \$2.50; plasterers, \$3; stonemasons, \$2.50; milliners, for women, \$8 a week; bookbinders, \$16 for men, \$6 for girls; brickmakers, \$13.50; butchers, \$14; cigarmakers, \$12; gardeners, \$11.50; farm laborers, \$6 a week, with rations.

Inevitability and Class Discard.

Not only have wages been increased and conditions of labor improved, but the workingman has gained an independence which sometimes degenerates into inevitability and brutality. He has not, as a mass, learned how to use his leisure hours for other things than gambling, sporting and loafing. As a result of or accompanying the new labor legislation, laziness has increased and slackness of work is observable in many quarters. That gentle manners have not come to the Australian workingman might well be expected. He will lay down his life for a woman, but he will not stoop to pick up her handkerchief. And most women in Australia, would rather have their handkerchiefs picked up daily than their lives saved once in a long while. Civility the working man, mistakes for servility—and of the latter he will never be guilty. Gentleness is a plant of slow growth and not a product of acts of parliament.

The class spirit enhanced if not engendered by labor legislation makes, for the present at least, a bitterness between employer and employee that does not argue well for the future. The common interests are not yet generally recognized. This class spirit is encouraged by many paid officials of the trades unions who find their occupations gone in times of industrial peace, and hence seek to upset court awards, defy court judgments, promote strikes and stir up strife.

The necessary wounds made by labor legislation would heal much less slowly if the paid agitators could be compelled to refrain from tearing them open. Strikes continue and—most serious condition—capital, without which working with labor Australia cannot develop or prosper, hesitates.

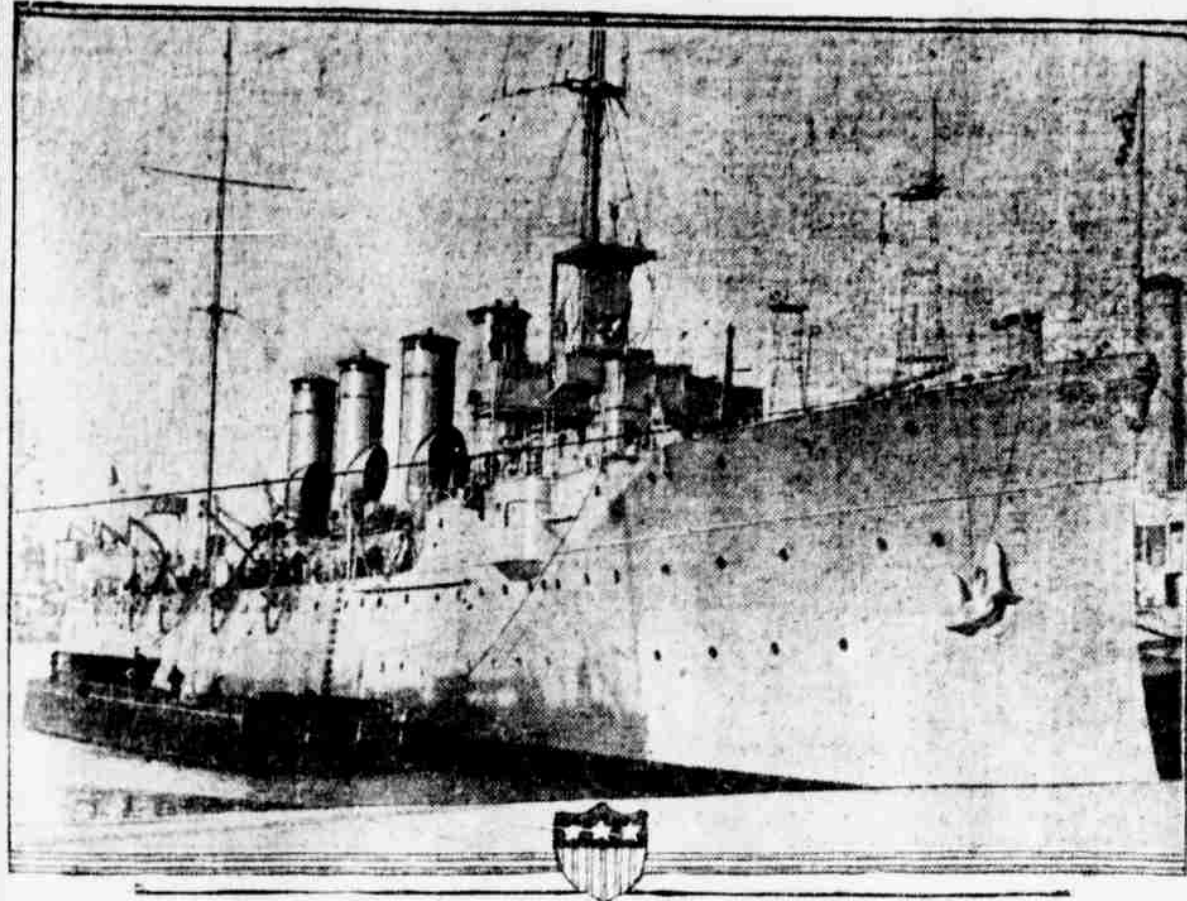
The Danger Ahead.

"The compulsory arbitration laws and allied measures have greatly improved conditions of living in Australia," said a distinguished labor minister, "but they are in the first stages of experiment. If they can be impartially administered in the interests of society as a whole by disinterested judges, with obligations equally to be observed by and penalties equally enforceable against both parties, then their success is abundantly assured. But the tyranny of labor may be as dangerous to the new world society as was the tyranny of capital to the society of the old world. Immigration and capital are imperative if the white man is to take and hold Australia—more money and more men. And if labor's policy is carried so far as to frighten away capital and deter immigration, your Brisbane hair-dresser friend, and his children, will have plenty of holiday hours to see cricket matches and must make a living dressing his own hair!"

That utterance of a labor minister, not then a candidate for office, may be accepted as a fair summing up of conditions created by labor domination in Australia. It is the shadow of the future that affrights.

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SWIFTEST AMERICAN CRUISER, THE CHESTER



The Cruiser Chester, fastest of its class in the American navy, took part in the shelling and capture of Vera Cruz.

BROTHER TELLS ABOUT FLETCHER

Career of the Rear Admiral Who Took Vera Cruz.

YEARNED FOR SEA WHEN BOY

Forced to Remain at an Executive Desk During the Spanish War, He Became an Expert on Ordnance.

Chicago.—While Admiral Fletcher, who captured the city of Vera Cruz Tuesday, has never resided in Chicago, he has been a frequent visitor here at the home of his brother, Thomas J. Fletcher, 5237 Cornell avenue. The latter is treasurer of the Co-operative League of Chicago. J. Fletcher, a son of the Chicago Fletcher, is a lieutenant on Admiral Fletcher's flagship.

"We Fletchers do not come of a seafaring breed," said the civilian Fletcher at his home. "On the contrary, we are Iowa men and we should by all rights have lived and died landlubbers. My brother is an admiral now because our representative in congress in Marshalltown, Iowa, decided he would fill a vacancy at Annapolis by holding a competitive examination. 'Tom,' said my brother when he saw the notice of the examination. 'I'm going to be a sailor. That's the life for me. I never thought of it before, but I see now that I was meant to be a hero of the deep.'"

Leads in Examination.

He entered the examination just as he said he would, and took first place over 25 other boys. That was in 1870 and he has been in the navy service since.

According to the Chicago Fletcher, it was one of the bitterest disappointments of the admiral's career when he was compelled to remain at an executive desk in Washington during the Spanish war. But the admiral, as the result of that experience, became an expert on ordnance.

"Secretary Long promised him that if he would remain as assistant chief of the ordnance department until he could get things in order, he could have anything he wished. But before his work was done there the war was over. You see, the country was totally unprepared for war and the ordnance department was placed under a terrific strain."

Invents Recoil Apparatus.

Admiral Fletcher had been in the service but a short time when he invented a recoil apparatus for quick guns, which has been in use ever since. He also improved the Farco breech mechanism, thereby insuring the success of the system. Whereas to open the breech of the big guns it had been necessary before to depend upon power from the engine-room, the admiral's improvement made it possible to move the huge blocks with one hand. As commander of the torpedo boat Cushing the admiral, then Lieutenant Commander Fletcher, conducted an investigation of the behavior of torpedoes, and discovered many errors in range and in almost every instance the correctness of his deductions was proved. He is regarded as one of the first ordnance experts of the navy.

Born in Oskaloosa.

"Admiral Fletcher," said his kinsman in Chicago, "was born in Oskaloosa, Nov. 23, 1855. He was only fifteen years old when he took the examination and entered Annapolis. 'My brother was graduated in June, 1875, one of the honor men of his class. He served as a midshipman for one year and then was promoted to the rank of an ensign. On April 1, 1882, he became a junior lieutenant."

and at the outbreak of the Spanish war was a lieutenant and had attracted attention by his knowledge of ordnance.

"After the war he was relieved of desk work at Washington and ordered to sea. In March, 1904, he was promoted to the rank of commander after having served as commanding officer of the gunboats Kanawha and Eagle. Soon after this promotion he was made inspector of ordnance in charge of the torpedo station at Newport, where he served until March 15, 1905.

"When he again went to sea it was as chief of staff of the Asiatic fleet, which position he gave up to take command of the cruiser Raleigh. After two more years at sea he was ordered to the naval war college at Newport, and later he became a member of the special ordnance board.

"In 1908 he was made a captain and given command of the battleship Vermont. After leaving the Vermont he became an aid on the staff of Secretary of the Navy George von L. Meyer. It was during this service in October, 1911, that he achieved flag rank."

May Succeed Badger.

Admiral Fletcher is regarded as a probable successor of Rear Admiral Badger as commander in chief of the Atlantic fleet, a promotion that will carry with it the honor of commanding the great United States fleet that will be the first to pass through the Panama canal when the waterway is opened to the ships of the world in 1915.

It was immediately following the assassination of President Madero that Admiral Fletcher was ordered to Mexican waters.

Enters Harbor in "Northern."

It will be recalled that Admiral Fletcher in his first cablegram recording the sailing of the customhouse at Vera Cruz said that he commenced operations in the face of an approach from the north.

The following extract from a navy textbook on navigation may explain why Admiral Fletcher acted without undue delay in carrying out President Wilson's orders.

"To attempt to run into the harbor (Vera Cruz) in a norther is extremely perilous, for it blows more powerfully within than without the shoals. No assistance can be given in an emergency and no assistance can be given from the shore in case of accident."

Admiral Fletcher when not at sea resides at 1443 Massachusetts avenue, Washington. He married Miss Susan Hope Stetson in 1885. He is a member of the Chevy Chase and the Army and Navy clubs in Washington.

How Seizure Order Was Given.

Washington.—The story of how President Wilson ordered the customhouse at Vera Cruz to be seized has been revealed.

The president had gone to bed Monday night after having read his message to congress. The senate was debating the joint resolution to approve the use of the army and navy and the president had determined to withhold action until the resolution passed, although feeling that in an emergency the executive had ample authority to act.

At 4 o'clock Tuesday morning Secretary Bryan received a cablegram from General Canada telling of the approach of a German vessel with a tremendous cargo of ammunition for Huerta.

A number of locomotives and many cars were in readiness to rush the arms to Mexico City.

Mr. Bryan telephoned Secretary Tumulty, who decided to awaken the president. He telephoned the White House. The servants were timid, but Tumulty insisted. Finally the president came to the telephone, and while Secretary Tumulty was explaining the situation Secretary Daniels called up and was put on the same line.

He, too, had a dispatch about the ammunition. Rear Admiral Fletcher had sent a wireless that 15,000,000 rounds of ammunition and 200 machine guns would be landed from the German vessel by noon that day.

The president listened in silence.

"What shall we do?" asked Secretary Daniels.

"Tell Fletcher to seize the customhouse," replied the president without hesitation.

"Good night," said the secretary. The telephone conference ended and in a few minutes wireless dispatches were on their way to Rear Admiral Fletcher. He received the message at 10 a. m. and an hour later American marines had landed and taken possession of the customhouse.

No War Tax for Six Months.

Washington.—The government's finances are considered to be in excellent condition. The treasury officials informed the house leaders that there will be no occasion for six months, at least, to worry about raising a war revenue.

Chairman Underwood of the ways and means committee said:

"No plans are being considered for raising a war fund. I have consulted with the secretary of war and the secretary of the navy and they both assure me that the current appropriations for the army and navy will be sufficient for the present needs. Secretary Daniels told me that it would cost no more to maintain the navy and the marine corps in Mexican waters than in the waters of the United States.

"If we are forced into a prolonged war with Mexico, which I do not believe will happen, we can easily arrange to raise the revenue necessary to finance it by the same measures as were taken during the Spanish-American war. The extraordinary taxes then imposed increased the revenues of the government approximately \$100,000,000 a year, and the same taxes applied today would yield even a larger return."

There was talk of a new issue of \$200,000,000 of bonds out of the authorized issue of \$240,000,000 Panama canal bonds, which are still in the treasury, but Secretary McAdoo authorized the statement that no such action was planned. The bonds are available at any time and can be issued at the pleasure of the president, without any further action by congress.

It was pointed out that President Wilson has authorized under a section of the Payne-Aldrich act of 1909, which has not been repealed by the Underwood tariff act, to raise \$450,000,000 from bond issues, if necessary, to defray the expenses of war. Under section 29 of the Payne-Aldrich act, the secretary of the treasury can use \$250,000,000 at the holder's request to pay the interest on the bonds issued in the building of the Panama canal, which have never been issued.

Wilson Could Raise \$200,000,000.

Under section 41 also the secretary can issue 3 per cent bonds of to \$200,000,000, it being specified that he may take such action if he deems it necessary. The section of the law permitting the secretary of the treasury to raise \$200,000,000 for emergencies, reads as follows:

"That section 31 of the act providing ways and means to meet war expenditures, approved June 17, 1906 (the so-called Spanish war debt act), and the same is hereby amended to read as follows:

"That the secretary of the treasury is authorized to borrow from time to time at a rate of interest not exceeding 3 per centum, for any such sum or sums as he may deem necessary to meet public expenditures, and to issue therefor certificates of indebtedness in such form as he may prescribe, and in denominations of \$50 or multiples thereof, and each certificate shall be payable with the interest accrued thereon at such time, not exceeding one year from the date of issue, as the secretary of the treasury may prescribe; provided, that the sum of such certificates outstanding shall at no time exceed \$200,000,000 and the provisions of existing law respecting counterfeiting and other fraudulent practices are hereby extended to the bonds and certificates of indebtedness authorized by this act."